



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

HEADQUARTERS

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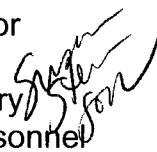
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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

July 14, 2006

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of July 13, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, 464 disciplinary actions have been taken against KDMC employees. Of this number, 239 actions have been discharges or resignations. A total of 56 disciplinary actions have been taken against physicians and 39 physicians have been discharged or have resigned.

Since our last report, one case has been closed and no new cases have been opened. In addition, one open case has been referred to another County department for investigation. As a result, KDMC's open caseload is currently 51 (detailed summary information is contained in Attachments I and II).

RECRUITMENTS

A Staff Nurse has been promoted to Supervising Staff Nurse I in the KDMC Nurse Recruitment Office. Her primary assignment will be to develop nursing retention programs. She will also assist in other priority nursing recruitment activities, as needed.

Each Supervisor
July 14, 2006
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If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
Bruce Chernof, M.D.
Ray Fortner
Sachi Hamai
John R. Cochran III
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 071406

KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE

Period: 01/26/04 - 07/13/06

Dated: 7/13/2006

Closed Cases -	868
Open Cases -	51
Referred Cases -	13
Grand Total =	932

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	10	4	31	0	32	77
Discharges of Probationers	0	6	8	1	11	26
Suspensions (6 - 30 Days)	4	11	48	4	36	103
Suspensions (1 - 5 Days)	11	8	22	1	19	61
Reprimands	7	2	24	2	14	49
Warnings	1	2	1	3	5	12
Resignations in Lieu of Administrative Action	19	9	31	6	11	76
Release of Temporary Employee	14	1	36	0	8	59
Medical Release	0	0	0	0	1	1
Subtotal	66	43	201	17	137	464

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	23	10	39	43	31	146
Total Actions Taken	89	53	240	60	168	610

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners
² Includes: Surgical Technicians; Medical Technologists; etc.
³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant
⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 07/13/06

Dated: 7/13/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal discipline:</u>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	17	1	1	19
Release of Temporary Employee	14	0	0	14
Medical Release	0	0	0	0
Subtotal	56	9	1	66

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	21	1	1	23
Total Actions Taken	77	10	2	89